

Strategic Skills Initiative

Occupational & Skills Shortage Report Summary

Economic Growth Region 5 – Central Indiana

Excerpts from Shortage Report

- Manufacturing, with 12.3% of total region employment, is the number one industry sector and Health Care, with 11.9 % of total region employment, is the number two industry sector in terms of employment in EGR 5. Manufacturing has held the number one position for several decades, while health care replaced retail trade as the second largest employer in 2003.
- EGR 5 has chosen to focus on occupations that are related to four industry clusters that within the region: Advanced Manufacturing; Health Care & Biotechnology; Logistics; and Automotive & Motor Sports.

Key Industries: Health Care (Ambulatory Health Care Services/Hospitals) and Manufacturing (Transportation Equipment, Fabricated Metal Products, Chemicals, Machinery Manufacturing)

- 3 digit sub-sectors selected based on cluster analysis/connectedness to a dominant industry (e.g. Transportation Equipment), proportion of high wage jobs, and industry concentration as defined by location quotients among other factors.
- Transportation Equipment Manufacturing accounts for over 20% of all Manufacturing employment in the Region.

Key Occupations (based on top 5 shortage projections):

Freight, Stock & Material Movers: Manually move freight, stock or other materials or perform other unskilled general labor.

Truck Driver, Heavy or Tractor-Trailer: Drive a tractor-trailer combination or a truck with a capacity of not less than 26,000 GVW, to transport and deliver goods, livestock, or materials in liquid, loose, or packaged form. May be required to unload truck. May require use of automated routing equipment.

Registered Nurses: Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management.

Inspector, Tester, Sorter, Sampler, and Weigher: Inspect, test, sort, sample, or weigh nonagricultural raw materials or processed, machined, fabricated, or assembled parts or products for defects, wear, and deviations from specifications. May use precision measuring instruments and complex test equipment.

Nurse's Aide, Orderly, and Attendant: provide basic patient care under direction of nursing staff. Perform duties such as feed, bathe, dress, groom, or move patients, or change linens.

Net Calculation Table (top 5 shortages) – Includes Demand, Supply & Migration

| Occupation | Shortage Projection 2005 - 2007 |
|--|---------------------------------|
| Freight, Stock, or Material Movers | 4,260 |
| Truck Drivers, Heavy or Tractor-Trailer | 3,640 |
| Registered Nurses | 2,422 |
| Inspectors, Testers, Sorters, Samplers, and Weighers | 2,279 |
| Nurse's Aides, Orderlies, and Attendants | 1,993 |

Selected Skills Definitions

Active Learning — Understanding the implications of new information for both current and future problem-solving and decision-making.

Coordination — Adjusting actions in relation to others' actions

Instructing — Teaching others how to do something.

Monitoring — Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.

Operation and Control — Controlling operations of equipment or systems.

Speaking — Talking to others to convey information effectively.

Time Management — Managing one's own time and the time of others.

Overlapping Critical Skills for Top 5 Shortage Occupations with Associated Wage

| Skill | Assoc. Wage | Material Handler | Truck Driver | Reg. Nurse | Inspector | Nurse Aide |
|---|-------------|------------------|--------------|------------|-----------|------------|
| Active Learning | \$53,538 | | | | | |
| Monitoring | \$49,655 | | | | | |
| Coordination | \$47,136 | | | | | |
| Time Management | \$43,586 | | | | | |
| Speaking | \$41,226 | | | | | |
| Instructing | \$41,167 | | | | | |
| Operation and Control | \$29,676 | | | | | |
| Considered a Critical Skill for this occupation | | | | | | |

Location of Shortages

Not Available/Not Included.

Emerging Occupations

Industrial Production Technicians; Allied Health Professionals

Significance/Impact:

- ✚ Work-readiness issues are major factor in high turnover rates for many positions, including lower-skill occupations such as freight or material handler
- ✚ Leadership skills are increasingly demanded of workers, who find themselves in management roles such as first-line supervisor or shift charge nurse without previous experience or training to develop these skills; this deficiency exists across all sectors